

**PRIVATE AND CONFIDENTIAL**

L

Date: 17/09/2021

Aravintha Jinesh BS

Location: FDK\_BAN\_Jayanagar\_001

Dear Aravintha Jinesh BS

This Employment Agreement (Agreement) reflects that Aravintha Jinesh (Employee/You/Your) has accepted employment with Piscese Services Private Limited (Company) on the terms and conditions contained in this Agreement.

**1. COMMENCEMENT OF EMPLOYMENT**

Your employment will be effective on a date mutually agreed upon following your acceptance of this agreement. As of the date of this Agreement, you shall commence employment with the company on 20/09/2021 and be bound by the terms and conditions laid down in this Agreement.

Your employment is contingent on the results of a background check which may include criminal records check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination, in accordance with Section 11 of this Agreement.

**2. JOB TITLE**

Your job title will be **Shift Manager - Dark Store** and you shall be a part of **Operation** team. Your designation and reporting relationship may undergo change from time to time as may be determined by the Company.

**3. JOB DESCRIPTION**

For your reference and record, a detailed job description may be developed by the Company and provided to you. Such job description shall be subject to revision from time to time. Notwithstanding the responsibilities listed in the job description, you shall also be expected to discharge all such duties and responsibilities as the position or your department may demand from time to time.

**4. COMPENSATION PACKAGE**

The details of your annual compensation package including base salary, taxable and non-taxable allowances, certain benefits (if applicable), perquisites, reimbursements (if applicable) and other statutory payments (the "Compensation Package") are set forth in Annexure "A" to this Agreement. The breakdown of the remuneration may need to be revised from time to time to keep up with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. Further, any increments and/or promotions shall be based on your performance and at the sole discretion of the Company.

Your Compensation Package is purely a matter between You and the Company and has been arrived at on the basis of our specific background and professional merit determined in the sole discretion of the Company. The Company expects that you maintain this information and any future changes to your Compensation Package, as strictly personal and confidential.

**5. TAXATION**

The Compensation Package will be subject to all required deductions, including, without limitation, deductions for tax normally to be withheld by an employer under Indian tax laws and all other dues payable by you to the Company such as loans and advances, if any, provided to you by the Company. You shall be responsible for filing of your personal returns and compliance with other requirements under Indian tax laws.

**6. HOURS OF WORK**

You will be required to work, for such hours as are necessary to suit the Company's requirements, in a variety of locations and for proper discharge of your duties. You are expected to work not less as per the policy of the company rules and regulation and also as per the provisions of the legislation, and if necessary, additional days and hours, possibly including public holidays, as might be required for performing your duties competently and to meet the Company's requirements. As an employee in the full-time employment of the Company, you will be obligated to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself or devote your time or attention to any employment, business, or position of monetary interest (including directorships) in any institute or body incorporate, other than the Company, or a position of non-monetary interest if such a position is in direct conflict of interest with the Company or its business including that of its subsidiaries and related parties, for any reason whatsoever without written consent of the Company signed by an authorized representative and confirmed by your Head of Department in writing. Should you receive written consent under this Section to conduct any such external activity, you shall not utilize the assets, resources and time of the Company for such external activities. You shall also declare to the Company the exact nature of the work taken up by you and provide an undertaking that any such work does not obstruct you from performing your duties towards the Company to the fullest and in no way conflicting with the interest of the Company, including but not limited to the fact that you shall not use any Company information - confidential or otherwise and any Intellectual Property either developed by you during the course of your employment by the Company during its existence.

For the purpose of this clause, the term 'Intellectual Property' shall mean and include, without limitation, all inventions, technological innovations, discoveries, designs, formulas, know-how, processes, business methods, patents, patentable technology, trademarks, service marks, copyrights, computer software, ideas, trade secrets, writings, illustrations, scientific and mathematical models, improvements to all such property, any work-in-progress, and all recorded material defining, describing, or illustrating all such property belonging to the Company, whether in hard copy or electronic form.

## 7. PLACE OF WORK

Your assigned work location is **FDK\_BAN\_Jayanagar\_001**. The Company may, after giving you reasonable notice, transfer or assign you or service to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad. The Company may also assign you to any work or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement.

## 8. RULES AND REGULATIONS

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedure and policies framed, amended, modified or omitted by the Company from time to time. You will also be governed by statutory laws enacted by Central or State Governments or local authorities as may be applicable within your jurisdiction of employment from time to time.

## 9. CONFIDENTIALITY

You must maintain in confidence and will not disclose or use, either during or after the term of your employment, any proprietary or confidential information or know-how belonging to the Company (referred to herein as "Proprietary Information"), whether or not in written form, except to the extent required to perform your duties on behalf of the Company. Such proprietary information includes but is not limited to any information obtained by you from the Company which relates to the Company or any third party in engagement with the Company, their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers and that you shall also use your best endeavors to prevent any other person from doing so. You shall not at any time during your employment and after termination of this Agreement in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company or its group companies whether such information is or was acquired by you before commencement of employment with the Company, in the course of employment hereunder or otherwise. You hereby acknowledge that any violation of this clause during your employment will subject you to dismissal based on gross misconduct as referred to under Section 11 below. In addition, the terms of this Agreement are strictly confidential and should be treated as privileged information between you and the Company.

## 10. PROBATION

Your initial employment status with the Company will be probationary for a period of three (3) months from the (Date of joining). The probation period may be curtailed or extended by the Company at its sole discretion without assigning any reasons. During your probationary period your employment with the Company may be terminated at any time, without notice or commission or assigning of any reasons thereof and at the sole discretion of the Company. In the case where you initiate termination of your employment with the Company during your probation period, you will be subject to the terms and conditions of the Company. ~~During the probationary period, you shall not be entitled to any benefits, including but not limited to, gratuity, provident fund, etc. You shall be confirmed in the regular service of the Company on such terms and conditions as decided by the Company.~~

## 11. TERMINATION

Subject to applicable laws, this Agreement may be terminated by either you or by the Company by providing **Thirty (30) Days prior written notice** to the other party, or by payment of fixed salary in lieu of notice in case of termination of employment by the Company. By acceptance of this Agreement, you hereby waive and disclaim any express or implied covenants to the contrary and you agree that you have not relied on any statements or representations, whether oral or in writing, by any officers, employees or agents of Company concerning a proposed duration or term of employment, grounds and procedures for discharge or termination of employment, or any other terms and conditions of employment except those specifically stated in this Agreement. Your employment may be terminated by the Company without notice or payment in lieu of notice if the results of your background check reveal information that is inconsistent with the Company's standards, if there is a reasonable ground to believe that you are guilty of misconduct or negligence or you have committed any breach of this Agreement. Termination of your employment under this paragraph would be without prejudice to:

- I. The Company's right to claim the actual damages it has suffered through this breach; and
- II. Any other relief to which the Company may be entitled under contract law or equity
- III. Misconduct will include with out limitation:
- IV. Absence from service without prior notice in writing or without sufficient cause for eight days continuous or more;
- V. Going on or abetting a strike in contravention of any law;
- VI. Causing damage to the property of the Company;
- VII. Disclosure of any information that the Company may consider confidential or breach of the non-disclosure agreement;

- VIII. Violation of any Company policy;
- IX. Repeated failure to comply with lawful directions of the Company and its officers;
- X. Unethical business conduct as per Company's applicable policies in the sole discretion of the Company;
- XI. Breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit operations or business of the Company;
- XII. Commission of any act not in conformity with discipline or good behavior or acceptance or offering of illegal gratification;
- XIII. Commission of any form of harassment, including but not limited to sexual harassment while employed with the Company;

If your employment with the Company ceases for any reason, the provisions of this Agreement shall not have any further effect. On termination of your employment, the Company shall not have any further liability to you other than for remuneration, allowances and perquisites that have accrued after setting off the amounts due by you to the Company, prior to the employment termination effective date. Immediately upon any termination of your employment, you will return to the Company all property of the Company previously provided to you by the Company, or otherwise in your custody, possession or control. Notwithstanding any provision of this Agreement to the contrary, no termination of your employment for any reason whatsoever shall in any manner operate to terminate, limit or otherwise effect the Company's ownership of any of the rights, properties privileges granted to the Company under this Agreement. Upon termination of employment for any reason, the Employee hereby consents to notify any subsequent employer about rights and obligations under this Agreement that survive termination of this Agreement. The Company also reserves the right to relieve you of your services in the event that all Company documents/property in your custody have not been properly handed over to an authorized representative of the Company and/or in the event that any disciplinary proceedings are pending against you.

## 12. DATA PRIVACY PROVISIONS

By accepting this Agreement, you consent to:

- I. the procurement, maintenance and processing of sensitive personal data about you relating to you by the Company; and
- II. the transfer worldwide of personal data about you by the Company to other employees and offices of the Company and its affiliates worldwide and to third parties where disclosure to such third parties is required in the normal course of business or by law. The reference to information "about you" or "about you" includes reference to information about third parties such as the spouse and children (if any) of you which you provide to the Company on their behalf. The reference to "sensitive personal data" is to the various categories of personal data identified by applicable data privacy laws as requiring special treatment, including in some circumstances the need to obtain explicit consent. These categories include personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health or criminal record. You will treat any personal data to which you have access in the course of employment in accordance with Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment with the Company.

## 13. OBLIGATIONS OF EMPLOYEE

- I. You will abide by all Company's rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this Agreement as if they are specifically incorporated in this Agreement, such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of the Company's rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this Agreement.
- II. Conflict of Interest: During the period of your employment with the Company, you will exclusively serve the Company. You will not engage or be interested, directly or indirectly, without prior written consent of the Company in that behalf, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of the Company and/or your duties and obligations hereunder; and shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of the Company and its operations and all the activities to the extent permitted by law.
- III. Non-solicit: During the term of your employment with the Company and thereafter for twelve (12) months, you shall not (a) solicit for a competitor of the Company or attempt to gain the business of the Company for a competitor of the Company, or for yourself or any other purpose or reason, any customer or partner of the Company that you solicited or served or about which you learned confidential information during your employment with the Company, or (b) solicit or encourage, or cause either to solicit or encourage, any employees or consultants, or collaborators of the Company to terminate their employment or engagement with the Company.
- IV. Non-Compete: During the period of your employment and for a further period of at least twelve (12) months thereafter, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligation to the Company.
- V. Works made for Hire: You acknowledge and agree that the Company shall be the sole owner of all copyrights, trademarks, patents, patent rights, trade secret rights, and all other intellectual property or other rights that may be in connection with or which may have arisen during course of your employment and that which may be relevant to the subject matter of your employment by the Company. You further acknowledge and agree that any algorithms, designs, know-how, processes, techniques, computer and software programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the rights, title and interest that you may have with regard to such work. To the extent that your waiver is deemed unenforceable, you grant to the Company the exclusive, perpetual, irrevocable, world-wide and royalty-free right to use, market and modify the work created during the course of your employment without identifying or seeking your prior consent.
- VI. Retirement Age: You shall retire from services of the Company on the last day of the month of your [57th] birthday.
- VII. Governing Law: This Agreement shall be governed by the laws of India. The courts at Bangalore, Karnataka shall have the exclusive jurisdiction over all disputes or claims between you and the Company under this Agreement.

VIII. Assignment of Rights: You acknowledge and agree that all Proprietary Information and all copyrights, trademarks, patents, patent rights, trade secret rights, and other rights (including without limitation, intellectual property rights) ("IP Rights") anywhere in the world in connection therewith arising from, or created, produced or developed by you, either jointly with others or alone at any time in the course of your employment and involvement with the Company, is and shall be the sole and exclusive property of the Company. You shall irrevocably and unconditionally assign to the Company, and waive in favor of the Company any and all rights, title and interest you may have or acquire in such proprietary information. It is clarified that, this clause would be deemed to include all IP Rights in relation to the business of the Company created by you prior to the date of this Agreement, unless you are bound by any other contract entered into prior to signing this Agreement. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable materials shall not lapse nor the right transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment, pursuant to Section 19A of the Copyright Act, 1957. You also agree to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.

#### 14. ACCEPTANCE OF OFFER

You acknowledge that this Agreement, represents the entire agreement between you and the Company and that no verbal or written agreements, promises or representations that are not specifically stated in this Agreement, are or will be binding upon the Company

Please confirm your acceptance of this offer by signing and returning the duplicate copy of this Agreement for my attention within two (2) business days of the date of this Agreement. On behalf of the Company, I sincerely hope you find the terms of this offer to be attractive. My colleagues and I have been greatly impressed by your caliber and special skills and we look forward to receiving your acceptance and to working with you in the development of the Company, and seeking ways for you to secure the necessary stimulation and advancement.

Piscase Services Private Limited



Surya Omar

Associate Director -

Human Resources ACCEPTANCE OF EMPLOYMENT

I, Aravinta Jinesh have read and understood the above Agreement and Compensation Package relating to my services and employment with and the same is acceptable to me

Aravinta Jinesh

Location: Jayanagar

4<sup>th</sup> block . \_\_\_\_\_ Dat

e: \_\_\_\_\_

Annexure A

CTCBREAKUP	ANNUAL	MONTHLY
Basic	130,222.00	10,852.00
HRA	65,111.00	5,426.00
PF contribution	15,627.00	1,302.00
Special Allowance	49,484.00	4,124.00
Total Fixed	260,444.00	21,704.00
Variable	26,044.00	2,170.00
Total Cost to Company (CTC)	286,488.00	23,874.00

- I. Payment of all the components is subject to applicable tax and statutory deductions
- II. You will be eligible for gratuity payment as per the Payment of Gratuity Act
- III. You will be covered under Group Term Life Insurance and Personal Accident Insurance, whereas you and your immediate family members will be covered under Group Medical Insurance Policy
- IV. Variable Amount mentioned here is target variable pay per annum and will be paid on an **Monthly** basis. The actual payout will be prorated based on your period of service during the performance assessment period and various performance factors including Company results and/or individual contributions as set and assessed by the management. In order to be eligible for the variable pay, you will have to be in continued employment with the Company and designated as a regular employee as per the company policy.
- V. All expenses borne by the Company related to your joining/acceptance of this offer as agreed with you in writing (e.g. payment towards specific deductions from previous employer) or as per applicable company policies (e.g. relocation expenses) will be recovered from you in full by way of a set off from your full and final settlement if you have not been in continued employment on the rolls of the Company without resigning/absconding/serving-notice/being-terminated for any reason whatsoever for 12 months from the Date of Joining.



## Welcome to Decathlon Sports India Pvt Ltd

1 message

**Hu-mine** <humine.payroll@decathlon.com>  
To: chaithrakrishnamurthy6@gmail.com  
Cc: venkatesha.j.partner@decathlon.com

Sat, Nov 6, 2021 at 5:19 PM

Dear Chaithra k,

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL) for your professional journey. We believe your passion for sport and your values match those of our Company. I would like to socialise you with few elements that are part of your employment with DSIPL

- Your payroll records are automatically updated and you can view them on Hu-Mine (humine.decathlon.in) a self service portal
- You are covered under our social security benefits (attached for your quick reference).
- Your Insurance nomination which has been updated in Humine will be covered under Group Medical Insurance Policy and you will receive a welcome email from Medi Assist with login credentials within 60 days from the date of your joining to download your E-cards under Group Medi Claim Policy (enclosed Detailed Insurance Benefit Doc).
- You will require to fill up Form 2, Form 11 & Form F (attached) and send it to the payroll team within 10 days from the date of your joining at Decathlon Sports India Pvt Ltd, Decathlon Anubhava, Survey No 78/10 A2 0-Chikkajala Village Bellary Road, Bangalore Karnataka India 562157 which is mandatory document under Provident Fund & Gratuity Act.

### Notes:-

-Your Humine account will be active only when your official email id is updated in Humine Tool.

- First Time UAN creation / first time employment :

Your PF UAN number will be created only if you have submitted the correct Aadhaar to your manager at the time onboarding. The Front and Back copy of Aadhaar should be uploaded on the Humine Tool. ( Correct Aadhaar means : Name, Date of Birth, Month of Birth , Year of Birth should be mentioned on your Aadhaar) and this is mandated by PF authorities.

I wish you good luck for your Decathlon journey.

**PRIVATE AND CONFIDENTIAL**

Date:17/12/2021  
Ashok Aakash Solomon  
Location:FDK\_BAN\_Jayanagar\_001

Dear Ashok Aakash Solomon

This Employment Agreement (Agreement) reflects that **Ashok Aakash Solomon** (Employee/You/Your) has accepted employment with **Places eServices Private Limited** (Company) on the terms and conditions contained in this Agreement.

**1. COMMENCEMENT OF EMPLOYMENT**

Your employment will be effective on a date mutually agreed upon following your acceptance of this agreement. As of the date of this Agreement, you shall commence employment with the company on **20/12/2021** and be bound by the terms and conditions laid down in this Agreement. Your employment is contingent on the results of a background check which may include criminal records check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination, in accordance with Section 11 of this Agreement.

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Your job title will be **Shift Manager - Dark Store** and you shall be a part of **Operations** team. Your designation and reporting relationship may undergo a change from time to time as may be determined by the Company.

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Your Compensation Package is purely a matter between You and the Company and has been arrived at on the basis of our specific background and professional merit determined in the sole discretion of the Company. The Company expects that you maintain this information and any future changes to your Compensation Package, as strictly personal and confidential.

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To,  
Mrs. Umme Kulsum ,  
Bangalore

**Appointment Letter**

Dear Umme Kulsum ,

We are delighted to offer you employment with Cap10 Consumer Solutions as Customer Relationship officer – Inside Sales at our Bangalore Corporate office. You will receive all your compensation and benefits from Cap10 Consumer Solutions Pvt Ltd. The location of your reporting will be at Bangalore. Your continued employment is contingent upon your successful execution of your responsibilities.

The terms and conditions of your employment will be as follows.

**1. Appointment**

1.1 Designation: The Company hereby employs you as Customer relationship Officer – Inside Sales on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.

1.2 Date of joining - Your date of joining the company's services and commencement of employment is 09<sup>th</sup> July 2021.

1.3 Working hours and weekly off - The working hours of the company is 9.30 AM to 6.30 PM and you will report to Rajeshwari N, Branch Manager at Cap10 Consumer Solutions Pvt Ltd. You may be required to work for extra hours in case of requirement by your superiors in the interest Of the company's work. In case you have been asked to work on Sundays, you are eligible to take complimentary off on any other day subjective to taking prior approval from your reporting manager.

1.4 Place of work and Transfer- Your work-place will be presently based at Bangalore, the corporate office. At the discretion of the company, you may be posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time. On all such transfer(s) / Posting(s) you shall be governed by such conditions of service and rules and regulation as may be applicable in the transferee division / department firm/ company etc

1.5 Probationary period - You will be on probation for a period of three months from the date of your appointment. If in the opinion of the management, you are found suitable for the post in which you have been appointed; your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment for issues like non performance or non ethical practices etc



2019/21 M. Com.

JNANA BINDU RURAL DEVELOPMENT & EDUCATION SOCIETY (R)  
ಜ್ಞಾನ ಬಿಂದು ರೂರಲ್ ಡೆವಲಪ್‌ಮೆಂಟ್ ಅಂಡ್ ಎಜುಕೇಷನ್ ಸೊಸೈಟಿ (೦)  
Hommadevana Halli, Bannerughatta Road, Bangalore - 560 083.  
M : 9945922365

Ref:  
To,

Date: 01/10/2021

Ramya M  
Garvebhavi palya  
Bangalore-68  
9686768348

Respected Sir,

Sub: Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as Asst. Lecturer for Accounts & Bussiness Studies. Under the following terms and conditions:

1. Commencement Date:

Your date of appointment will be effective from November 1st of 2021.

2. Salary and Benefits:

Salary as discussed will be 15000/- for full time (9.00 am to 4.00 pm) with 5 to 5.5 hrs of Teaching hrs/day. PF facility will be Provided after you become Permanent and experienced for 3 Yrs in our college. Salary will be paid by Bank.

3. Agreement:

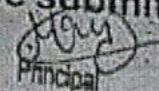
You should atleast complete a Academic Year. If discontinued in between Markscards Will not be returned. If Discontinuing after one year, Prior information should be given to management 3 months before.

4. Salary Increment:

Salary will be increased and discussed with you at the beginning of every year.

5. Documents.:

1 Master Degree And 1 Degree Original Marks card should be submitted

  
Principal  
JNANA BINDU COMPOSITE PU COLLEGE  
Hommadevanahalli, Bannerughatta Road



Date: 7<sup>th</sup> December 2021

Ms. Chandini Thomas  
No.34 room no.104,  
Thimmaraya Swamy Nilaya,  
Opp.ABC reataurant, Silicon town,  
Electronic city phase 2,  
Bangalore 560100

**Strictly Personal & Confidential**

Dear Chandini,

Further to your application and interview with us, we invite you to be a part of UNBXD Software Private Limited (the "**Company**") and are pleased to offer you the position of **Business Development Manager**.

You will draw a cost to company of an amount equal to **INR 8,50,000 (Rupees Eight Lakhs Fifty Thousand only)** per annum ("**CTC**"), a breakup of which is attached to this letter as Annexure-2.

Out of the total CTC payable to you by the Company as detailed in Annexure-2, you will be entitled to a Variable Component of INR 2,55,000 (Rs. Two Lakhs Fifty Five Thousand only) per annum and an annual fixed compensation of INR 5,95,000 (Rs. Five Lakhs Ninety Five Thousand only) which will be payable at the end of each month, in accordance with the Company's regular payroll policy, which shall be subject to withholding tax and other normal deductions, in accordance with this letter and the Rules & Regulations and Policies of the Company.

Please note that this offer is made on the understanding that the information furnished by you, including but not limited to the information set out below, for a gainful employment in the Company is correct, true and complete in all respects:

- 1) **Proof of Age / Residence / Contact Details / Family status:** You shall be required to produce statutory proof of age at the time of joining. The same may be evidenced by the School Leaving Certificate or by the birth registration certificate or copy of the passport. Your date of birth so entered in the service records, shall be final and you shall not be permitted to seek a change of date of birth.
- 2) **Past Record:** If any declaration given, or information furnished by to academic / professional qualifications and work experience is found to be false or if you have found to have suppressed any material information affecting your appointment in the Company, you shall be terminated from service without any notice and compensation whatsoever.

You will also be required to go through the Company's background verification process, and in the event that any information furnished by you is not correct / true / complete or the Company is not satisfied with the information provided by you, the Management shall have the right to withdraw this offer without notice or compensation.



**UNBXD**

UNBXD Software Private Limited

Also note that this offer is subject to the terms and conditions listed in the Annexure-1 and Annexure -2 attached.

Please self-attest a copy of this letter as a token of your acceptance and return the same within 3 (three) days from the date of the receipt of this letter.

We look forward to working together to build a successful business.

Yours Faithfully,

**For UNBXD Software Private Limited**

**Prashant Kumar  
CTO & Co - Founder**

01 Sep 2021

To  
Boopathy V  
Karnataka

E Code:- 232322

Subject: Appointment Letter for the Post of Team Member - Part Time Employment

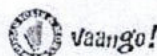
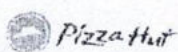
Dear Boopathy V,

We are pleased to appoint you as "Team Member" in our organization w.e.f. 01 Sep 2021 on following terms and conditions at Kfc - Bangalore Hsr Layout.

Your monthly salary and allowances shall be as under, however you shall be paid based on Hours Worked by you during the month:-

Components	Amount (Rs.)
Basic Pay	7669
House Rent Allowance	5113
<b>Gross Salary Per Month</b>	<b>12782</b>

1. Your services will be governed by the rules which are either framed or amended from time to time or in force for the time being in the organization. Your services are liable to be transferred/assigned to any department/section or division of the company anywhere in India and/or to any office or any member concern or sister concern of the organization, whether existing at present or to be opened in future.
2. Your duty hours shall be for any time-slot, straight or broken, and is liable to be changed from time to time as per exigencies of work at the sole discretion of the Management.
3. That during the course of your employment with us, you will not work directly or indirectly for any person, firm or company/organization whether with or without pay/remuneration nor will you engage yourself or take interest, directly or indirectly in any trade or business either as employer or as employee or partner or advisor or in any other capacity.
4. That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability and shall devote your whole time and attention to the interest of the organization, and generally carry out the duties and work as assigned to you, and shall obey and comply with all the lawful orders and directions given to you by the management of the Company, you shall honestly, diligently and faithfully serve the organization and use your utmost endeavor to promote the interest of the Company.
5. During the course of employment with us or afterwards you will not give to anyone by word of mouth or otherwise any particulars or details of administrative, and/or technical organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment with the Company.

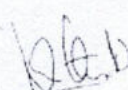


6. That you will be honest and faithful employee of the organization in all matters and shall not at any time, except under the process of law disclose any trade secret in respect of its dealings, transactions or affairs which may come to your knowledge. In case of breach of conduct in this regard you shall be liable to prosecution in a court of law besides any other disciplinary or other action that may be deemed fit by the company.
7. Your services can be terminated by giving 7 days' notice on either side or salary in lieu of notice. However, no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false.
8. That if at any time during your employment you are found guilty of an act of misconduct or any willful breach of the terms of this appointment or rules or directions, disobedience of the instructions given to you from time to time, the management may, without any notice or payment in lieu of notice, put an end to your service and terminate your employment with the Company forthwith. You will be deemed to have brought about such a situation by your own conduct compelling the management to put an end to your employment and you shall, therefore, be liable for all losses, damages to the organization.
9. That you will keep, maintain or cause to be maintained, all files, documents and papers as also books of accounts, and keep the account of particulars of all goods. Merchandise, articles and goods received or delivered upon credit or otherwise in the course of the business; and will render at all-time faithful information concerning the said business and transactions entered therein of the organization, and furnish from time to time, the accurate details of all business dealings.
10. The appointment or its continuance is further subject to your remaining medically, physically and mentally fit. You will submit to such medical examination as and when considered necessary by the company, failure to do so would be considered a gross misconduct entailing dismissal from services.
11. You will retire from the services of the organization on attaining the age of 58 years.

Please sign a copy of this letter in token of your acceptance of this appointment terms and conditions.

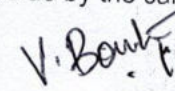
Yours faithfully,

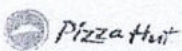
For Devyani International Limited

  
Namratha  
Manager - HR

#### DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

  
Signature of the Employee



Nayana - Internship

10:37

2.00 KB/S Vo LTE 4G



Offer letter confirmation for  
the internship Inbox



Prashanth SUBRA... 9:04 AM

to me ▾



Dear Ms/Nayana,

I am pleased to extend the following offer of employment to you on behalf of Decathlon sports India pvt Ltd.

You have been selected as the best candidate for the sport leader (internship contract) position from March 1st till April 30th.

Congratulations!

1:15 PM

0.0KB/s 4G+ 63%



Offer letter confirmation for the  
internship Inbox



Prashanth SUBRAMANI -... 12:54 pm  
to me ^



From Prashanth SUBRAMANI -BANGA1058-  
prashanth.subramani@decathlon.com  
To pdas97786@gmail.com  
Date 4 Mar 2022, 12:54 pm  
Standard encryption (TLS).  
See security details

**Dear Ms.Priyanka,**

**I am pleased to extend the following offer of  
employment to you on behalf of Decathlon sports  
India pvt Ltd.**

**You have been selected as the best candidate for  
the sport leader(Internship contract) position  
from March 1st till April 30th.**

**Congratulations!**



Priyanka Kumari 1:11 pm  
to Prashanth v



Thanks a lot.

Show quoted text



**FIXED TERM EMPLOYMENT CONTRACT**

**Name: Vamshi.K**

**Date:01/06/2020**

**Letter Date: 30/05/2020**

**Employee Id: AMVAMSHI**

In pursuance of your application for employment in our organization, we have decided to appoint you as UFF FC-Warehouse Associate FT.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. In case you are deputed at a client location, you will be required to perform work / duties as required under the Work Order / MSA signed between "Aasaanjobs Private Limited" and our client "Amazon". You may also note that your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of "Aasaanjobs Private Limited", at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the "Aasaanjobs Private Limited".
3. Your period of Employment contract is from **01/07/2020 till 26/07/2022**. salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.
4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.





clients "Aasaanjobs Private Limited". The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of "Aasaanjobs Private Limited".

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
15. You will not, at any time without the written consent of the authorized person of "Aasaanjobs Private Limited", disclose or divulge or make public except on legal obligations, any information about the "Aasaanjobs Private Limited" and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.
16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, "Aasaanjobs Private Limited" will have a right to take a strict action against you including termination of service without any notice period or pay in lieu thereof.
17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to "Aasaanjobs Private Limited" or to our client, under the circumstances of "Aasaanjobs Private Limited" is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.
18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;
  - I. fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at client location with utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
  - II. not engage in any conduct detrimental to the interests of the "Aasaanjobs Private Limited" or our clients "Amazon";
  - III. not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of "Aasaanjobs Private Limited";



I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by "Aasaanjobs Private Limited".

For Aasaanjobs Private Limited



Authorized Signatory Name: Juned Khatri

Date: 23/03/2021

Snap2Insight India Private Limited  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Shalini G**  
#3, 4th cross, Vinayakanagar, Kammasandra,  
Electronic City, Bangalore - 560100

28 June 2021

**Dear Shalini,**

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19<sup>th</sup> Main, 17<sup>th</sup> Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

### **Terms and Conditions**

#### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

#### **2. Stipend and Benefits**

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions.

#### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

#### **4. Rules and Regulations**

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

## **5. Information and Communications Technology**

You must comply with the Company's policies on use of email, the internet and computers. Unauthorized use or tampering with Company computers, systems, or data will be regarded as serious misconduct and may lead to your summary dismissal. For the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded. This applies in particular to computer, email and internet use.

## **6. Adherence to Company Policy**

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

## **7. Termination and Notification**

Either party may terminate this appointment by giving two weeks of notice in writing or, in the case of Company, payment of two weeks stipend in lieu of two weeks of notice. Snap2Insight may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities / confidentiality agreements.

## **8. Confidentiality**

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential Information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time.

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.

## 9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

**RENISH**  
**PYNADATH**  
Digitally signed by  
RENISH PYNADATH  
Date: 2021.06.28  
14:07:54 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**PRINCIPAL**  
**St. Francis De Sales College**  
Electronic City Post, Bangalore - 560 100.

Snap2Insight India Private Limited  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Sankalp G Sen**  
28th Main 1st cross, Lakshmi layout  
Bangalore – 560068

28 June 2021

**Dear Sankalp,**

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19<sup>th</sup> Main, 17<sup>th</sup> Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

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### **8. Confidentiality**

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

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Sincere regards,

RENISH  
PYNADATH

Digitally signed by  
RENISH PYNADATH  
Date: 2021.06.28  
14:07:34 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
**PRINCIPAL**  
St. Francis De Sales College  
Electronic City Post, Bangalore - 56



Snap2Insight India Private Limited  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Harshitha B**

28 June 2021

#15, 7th main 7th cross, Om Shakthi layout,  
Garvebhavipalya, Bangalore – 560068

**Dear Harshitha,**

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19<sup>th</sup> Main, 17<sup>th</sup> Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

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You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.

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We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

RENISH  
PYNADATH

Digitally signed by  
RENISH PYNADATH  
Date: 2021.06.28  
14:07:07 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
**PRINCIPAL**  
St. Francis De Sales College  
Electronic City Post, Bangalore - 560 100.

Snap2Insight India Private Limited  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Dhanush R**

Plot no. 741, Sakthi Nagar 3rd cross,  
Basthi, Hosur – 635109

28 June 2021

Dear Dhanush,

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19<sup>th</sup> Main, 17<sup>th</sup> Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

### Terms and Conditions

#### 1. Position, Location and Term of Internship

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

#### 2. Stipend and Benefits

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions.

#### 3. Nature of Internship

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

#### 4. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

### **5. Information and Communications Technology**

You must comply with the Company's policies on use of email, the internet and computers. Unauthorized use or tampering with Company computers, systems, or data will be regarded as serious misconduct and may lead to your summary dismissal. For the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded. This applies in particular to computer, email and internet use.

### **6. Adherence to Company Policy**

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

### **7. Termination and Notification**

Either party may terminate this appointment by giving two weeks of notice in writing or, in the case of Company, payment of two weeks stipend in lieu of two weeks of notice. Snap2Insight may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities / confidentiality agreements.

### **8. Confidentiality**

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time.

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.

## 9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

RENISH PYNADATH  
Digitally signed by  
RENISH PYNADATH  
Date: 2021.06.28  
14:05:15 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
**PRINCIPAL**  
St. Francis De Sales College  
Electronic City Post, Bangalore - 560 100.

Snap2Insight India Private Limited  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Deepak Kumar R**  
CO/ Ramaiah, Bidraguppe VP, Attibele  
Anekal TK, Bangalore -562107

28 June 2021

**Dear Deepak,**

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19<sup>th</sup> Main, 17<sup>th</sup> Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

### **Terms and Conditions**

#### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

#### **2. Stipend and Benefits**

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions.

#### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

#### **4. Rules and Regulations**

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

### **5. Information and Communications Technology**

You must comply with the Company's policies on use of email, the internet and computers. Unauthorized use or tampering with Company computers, systems, or data will be regarded as serious misconduct and may lead to your summary dismissal. For the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded. This applies in particular to computer, email and internet use.

### **6. Adherence to Company Policy**

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

### **7. Termination and Notification**

Either party may terminate this appointment by giving two weeks of notice in writing or, in the case of Company, payment of two weeks stipend in lieu of two weeks of notice. Snap2Insight may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities / confidentiality agreements.

### **8. Confidentiality**

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.



## 9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

**RENISH**  
**PYNADATH**  
Digitally signed by  
RENISH PYNADATH  
Date: 2021.06.28  
14:04:26 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
**PRINCIPAL**  
St Francis De Sales College  
Bangalore - 560012



**AVENTION**  
TECHNOLOGIES Pvt Ltd

Date: 13<sup>th</sup> August, 21

Ms. Monica John,  
#1962, Jyoti Sadan  
17th main 'A' Block, AECS layout  
Singasandra,  
Bangalore-560068

**SUB: OFFER LETTER**

Dear Monica,

Congratulations! We are pleased to offer to you the position of " **Lead Specialist** " at Avention Technologies, #2, 13th Cross Service Road, 6th Sector, 2nd floor, HSR Layout, Bengaluru, Karnataka 560102.

Your tenure of employment for shall be effective from the date of joining the job i.e., 13<sup>th</sup> August 2021.

Please report to the HR Representative at the above address and bring along the following documents photocopy and original:

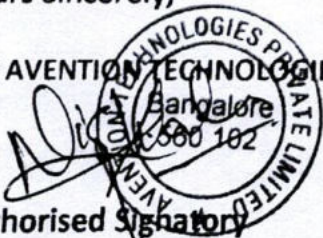
1. If you are /were working
  - a) Relieving letter from employer
  - b) Copy of your latest pay slip
  - c) 3 months Bank Statements
2. Copies of your SSLC/PUC/Degree/PG Certificate
3. Address Proof-copy of your passport / DL/Rental Agreement /voters ID.
4. Copy of PAN Card.
5. 4 copies of your passport & 1 stamp size photograph

We take this opportunity to welcome you at AVENTION TECHNOLOGIES PVT LTD, Family and look forward to a very fruitful association with you. This Employment offer remains valid only on successful verification of your submitted documents.

Yours Sincerely,

For AVENTION TECHNOLOGIES

Authorised Signatory





## APPOINTMENT LETTER

August 24, 2021

Dear Immanuel B,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **People Ambassador**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of Joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of your appointment. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/your employment, depending on your performance in the appointed post. On completion of the probation period; if the Company at its sole discretion; finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.
- c. The People Ambassador program will be for a period of 3 years. During this period, you will be pursuing 2 year EPGDBM from a renowned institution partnering with Wipro for the Step Up program.
- d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.

- e. Changes in your compensation are at the Company's discretion and will be subjected to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflicts of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.

- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

#### 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

#### 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

#### 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
  - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
  - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - For Post Graduates: You have not scored minimum aggregate marks of 60% in your

graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

#### 10. Training Agreement:

- a. The letter of appointment is subject to the receipt of the duly executed training agreement from you in the prescribed format including but not limited to the performance of your obligations under the said agreement. Please note that the duly executed training agreements should be submitted by you on or before joining the Company.
- b. Keeping in mind costs incurred by the Company in training you and otherwise in developing your skills or knowledge, it is agreed and acknowledged by you expressly that should you discontinue your employment with the company during the agreement period of **36 months** commencing from the date of your joining, you shall be liable to pay liquidated damages of **Rs.1,40,000/-** (Rupees One Lakh Forty thousand only) as per the terms of the said Training Agreement, unless decided otherwise at the sole discretion of the Company.

#### 11. Minimum Academic Requirements

- a. You will be eligible to receive Executive Post Graduate Diploma in Business Management from a renowned institution partnering with Wipro for the Step Up program, provided you attend 75% of all contact classes during the course of study in each semester and qualify in mandatory assignments / Quiz & pass all subjects with a minimum score of 50% above during the entire duration of the program.
- b. For any reason, you are not able to meet the minimum attendance criteria or complete the mandatory assignments / quiz in any semester, you are required to repeat the same semester as and when the Company organizes next batch. In such cases, rules and regulations governing academic programs at that time would be applicable to you. Also additional semester's fees shall be borne by you as prescribed by the University.
- c. If you do not achieve minimum marks in any subject, i.e. if your scores are below 50%, you are allowed to appear for that subject one more time during the following semester or a later date as per the discretion of the University. However, if you fail to achieve required marks / grades in three attempts, you would not be eligible for the EPGDBM certification.
- d. If you are not able to take the written exam on the scheduled dates for any official reason / medical exigency, you would be given the option of taking a re-exam during the following semester or any other later date as per the discretion of the University.

#### 12. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



**Aparna Shailen**  
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

### ANNEXURE I

#### DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

#### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

- a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c. Unauthorized disclosure or communication of UPSI.
- d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## ANNEXURE II

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Immanuel B, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.

## ANNEXURE III

### SALARY OFFER SHEET for Year 1

Name: Immanuel B

Position: People Ambassador

Career Group: Trainee-Group A

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	8,340
HRA	4,170
Bonus	1,668
Wipro Benefits Plan (WBP)	3,219
<b>Total Fixed Cash</b>	<b>17,397</b>
PF (Employer Contribution)	1,387
Gratuity (5.31% of Basic)	443
<b>Total Fixed Compensation</b>	<b>19,227</b>
<b>Other Compensation Benefits</b>	



ESI (Employer Contribution)	565
Variable Pay	
Target Variable Pay	1,042
Target Cost to Company per month	20,834
Total Cost to Company per annum	2,50,008

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

a. Your salary offer will be revised on an annual basis provided you attain minimum performance level as per the performance management policy and academic scores as mentioned in clause 11, as per the table below:

Period	Annual Salary
First year	INR 2.5 Lakhs
Second year	INR 3.5 Lakhs (*)
Third year	INR 5.0 Lakhs (*)

(\*)The increase in compensation at the end of each year of study will be at the discretion of Wipro subject to your satisfactory progress of study, on-the-job performance, acquisition of skills, behavior, regularity and punctuality in attendance for classes and regular work.

In the event the salary is revised, it shall be effective from the 1st of the succeeding month and will be credited on 1st of next succeeding month. For example, if an employee joins on 10th April 2021 and successfully finishes Year 1 and the company decides to revise his salary, the Year 2 salary would be effective from 1st May 2022 and will be credited on 1st June 2022.

Similarly, if an employee successfully finishes Year 2 and the company decides to revise his salary, the Year 3 salary would be effective from 1st May 2023 and credited on 1st June 2023.

b. Apart from the standard salary components, **People Ambassadors** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler.
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage.
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs. 2 lacs per annum.

#### ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheets and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment with Wipro is subject to the condition that my aggregate marks shall meet the Company's eligibility criteria and the verification of the above mentioned documents upon submission.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

#### ANNEXURE – V

##### Variable Pay - A BRIEF OVERVIEW

##### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days

employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, Trainee Group A, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

### SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

#### Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges.

Following are your WBP Entitlements:

#### 1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs.50,000.

#### 2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs.19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for prepaid connections will be eligible under this head.

#### 3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non Transferable Meal card is eligible for IT exemption under WBP.

#### 4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

#### 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

**Retirement Benefits:**

It consists of:

- a. **Provident fund** - Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1,000 per month.
- b. Notional sum indicating contribution of 5.31% of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

**Travel, Accommodation, Food & Other Miscellaneous Expenses****Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

**Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

**SUMMARY SOCIAL SECURITY & OTHER BENEFITS\*****Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. This amount is prorated based on the months of joining and exit in a financial year. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

**1. Your Life and Accident Cover :**

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14,00,000. In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance / Personal Accident.

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

**2. Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs1,50,000 every year).

Annual pension contribution amount is not subjected from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

**Signature** Immanuel B 24/8/2021 7:03 PM

(checking the checkbox above is equivalent to a handwritten signature)

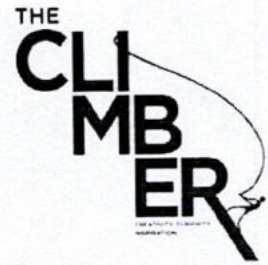
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Wipro Limited T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
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Bengaluru 560 035 W :wipro.com  
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21862816

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Climber Knowledge and Careers Pvt. Ltd,  
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AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



Dear Mary Shalini A,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 27th August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the "company") of the one part and Mary Shalini A (Hereinafter called the "Employee") of the other part. WHEREAS The company is desirous of appointing Mary Shalini A as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

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5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-
- Commit any material or persistent breach of any of the provisions contained.
  - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

#### 6.WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

#### 7.DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

#### 8.TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives.**

#### 9.LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

### **10. NOTICE PERIOD and TERMINATION**

During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to one month's salary which is based on annual fixed compensation, in lieu of breaking the service contract, subject to the release date being approved by the Company.

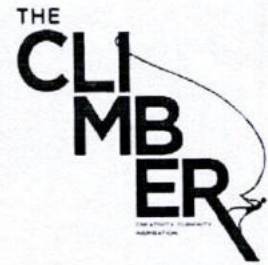
If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 1 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business



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- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## **11. BASKET OF ALLOWANCES(BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

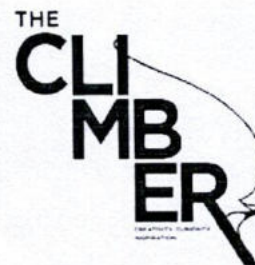
You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## **12. NON-DISCLOSURE AGREEMENT**

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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### 13. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### 14.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9. month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

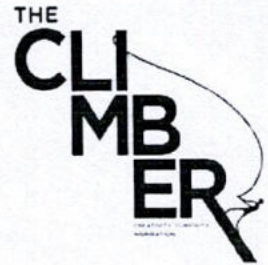
Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive G3 (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

**Anush Ramachandran**  
**Operations Manager**  
**Climber Knowledge and Careers Pvt Ltd**

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

**Signed:**

**Date:**

**Name:**

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

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1800 121 676767



Dear Lokesh M,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 31st August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the “company”) of the one part and Lokesh M (Hereinafter called the “Employee”) of the other part. WHEREAS The company is desirous of appointing Lokesh M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

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5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-
- Commit any material or persistent breach of any of the provisions contained.
  - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

#### 6. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

#### 7. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

#### 8. TRAINING PERIOD:

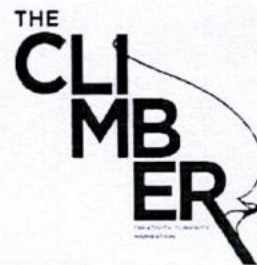
You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives**.

#### 9. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

#### **10. NOTICE PERIOD and TERMINATION**

During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to one month's salary which is based on annual fixed compensation, in lieu of breaking the service contract, subject to the release date being approved by the Company.

If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 1 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

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- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## 11. BASKET OF ALLOWANCES (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## 12. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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### 13. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### 14.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9. month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive G3 (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.



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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

**Anush Ramachandran**  
Operations Manager  
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

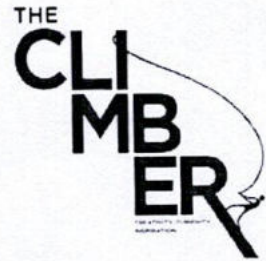
**Signed:**

**Date:**

**Name:**

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Dear Bhavesh P Pathak,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

#### AGREEMENT CUM APPOINTMENT LETTER

THIS AGREEMENT is made on 27th August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the "company") of the one part and Bhavesh P Pathak (Hereinafter called the "Employee") of the other part. WHEREAS The company is desirous of appointing Bhavesh P Pathak as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

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5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-
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  - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

#### 6.WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

#### 7.DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

#### 8.TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives**.

#### 9.LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

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and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

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In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

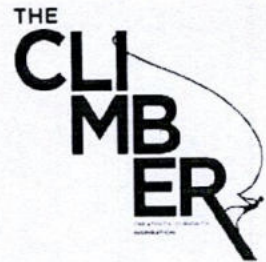
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The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

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- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## **11. BASKET OF ALLOWANCES(BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## **12. NON-DISCLOSURE AGREEMENT**

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

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### 13. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### 14.EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9. month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

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We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

**Anush Ramachandran**  
Operations Manager  
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

**Signed:**

**Date:**

**Name:**

**alorica**

Passion · Performance · Possibilities

B.Com

**STRICTLY CONFIDENTIAL**

Date: 09<sup>th</sup> July 2021

Name: Leon Augustine

Address: Emmanuel Home, Near Anantha Gate, Vinayaka nagar Kammasandra, Bangalore south, electronics city Bangalore, Karnataka 560-100

**Re: Offer of Employment**

Dear Leon,

We, Alorica (India) Private Limited are impressed with your credentials and are happy to make an offer of employment as **DBOR**. We believe you will be a valuable addition to the Company, and we wish you all the success.

**Terms and Conditions:**

1. Your total Cost to Company will be Rs.230000/- (**Rupees Two Lakh Thirty Thousand Only**) per annum and will be subject to deduction of tax at source as per statutory regulations and applicable laws. The detailed break-up of your compensation, perquisites and benefits will be furnished to you in the appointment letter issued on the day of joining.
2. You are required to join on **12<sup>th</sup> July 2021** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to Join Virtual induction on **12<sup>th</sup> July 2021**.
4. At the time of joining, you are requested to submit the copies of the following documents:
  - Application for Employment
  - Non-Disclosure Agreement
  - Copy of Educational Certificates (10, 10+2, Graduation, Post-Graduation, Course Certifications, if applicable)



# alorica

Passion · Performance · Possibilities

- Pay Slip for the last 3 months of your employment from the previous employer
- Service and Relieving letters from all previous employers
- Proof of identity: Copy of Passport, Driving License, Voter ID Card or PAN Card (anyone).
- Copy of Full Aadhaar.
- 6 passport size photographs (With White Background).
- Other new hire paperwork as required by the Company

Please note that the Company reserves the right to withdraw the offer made to you, before your acceptance of the same, without providing any reasons to you.

Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return to the undersigned within 24 hours of receipt of the offer, as a token of your acceptance and mentioning the date of your joining the Company. You will be issued a detailed Appointment Letter with terms & conditions on the day of joining.

**Note:** Typing skills to be assessed pre & post training and post completion of ramp – will influence confirmation timelines

In the event any employee of the Company fails to clear the certification tests of a client, the Company shall, at its sole discretion, either change the role of the employee or terminate the employment of the employee immediately. The employee shall be entitled to the salary for the days for which the employee provides services to the Company. In such an event, the Company shall not be responsible for the payment of notice period salary irrespective of whether they are in probationary period or confirmed employee.

Please find below the notice period payments:

- i. During Probation: You May terminate the employment with Company at any time by service a prior written notice of Fifteen days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.
- ii. Post Probation: After Confirmation of your employment with Company, you may terminate your employment by serving prior written notice of Sixty days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.

**We welcome you to the Company and look forward to a long and mutually beneficial association.**

Yours faithfully  
for Alorica (India) Private Limited

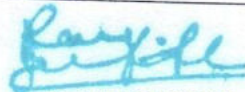
**Read and Accepted**

\_\_\_\_\_  
Sumanth Nag  
Vice President – Alorica India Pvt Ltd

\_\_\_\_\_  
Leon Augustine

**Annexure 1****Salary on CTC basis**

<b>Description</b>	<b>Monthly Gross (INR)</b>	<b>Annual Gross (INR)</b>
<b>Fixed Salary (A)</b>		
Basic	7667	92000
HRA	3833	46000
Special Allowance	2638	31651
Food Allowance	2000	24000
Advance against Statutory Bonus	639	7664
<b>Gross Pay (A)</b>	<b>16776</b>	<b>201314</b>
<b>Retirals (B)</b>		
PF Contribution by Employer	1477	17718
ESIC (@3.25% of earned Gross Pay) - Employer's Contribution	545	6543
Gratuity (4.81% of Basic)	369	4425
<b>Sub Total - Retirals</b>	<b>2390</b>	<b>28686</b>
<b>Total CTC (A+B)</b>	<b>19167</b>	<b>230000</b>

**PRINCIPAL****St. Francis De Sales College**

Electronic City Post, Bangalore - 560 100.